

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE |                         |
|----------------------------|-------------------------|
| Case<br>19-CA-295014       | Date Filed<br>4/29/2022 |

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|   |  |   |  |
|---|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT  |  |   |  |
| a. Name of Employer<br><br>Starbucks Corporation  |  | b. Tel. No.<br>(206) 318-2212                                       |  |
|   |  | c. Cell No.   |  |
|   |  | f. Fax. No.   |  |
| c. Address (Street, city, state, and ZIP code)<br><br>2410 Utah Avenue, Suite 800<br>Seattle, WA 98134  |  | e. Employer Representative<br><br>Howard Schultz, President and CEO |  |
|   |  | g. e-mail<br>hschultz@starbucks.com                                 |  |
|   |  | h. Number of workers employed<br>approx. 150                        |  |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Coffee Shop   |  | j. Identify principal product or service<br>Food and Beverage       |  |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), and subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.   |  |   |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br>Within the last six months, the Employer in Eugene OR, has intimidated workers exercising their protected Section 7 rights and interfered with their protected activities by, among other things, subjecting workers to coercive captive audience meetings, including multiple meetings per worker, where the Employer has illegally solicited grievances, made implied threats about unionization, and made illegal statements about the futility of organizing. Even absent the specifically unlawful statements made, the repetitious nature of these meetings, which accomplished the Employer's goal not through the substance of any argument but merely as a demonstration of the Employer's power over its workers, was inherently coercive with regard to the exercise of Section 7 rights. |  |   |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>Workers United  |  |   |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br><br>Workers United<br>22 South 22 <sup>nd</sup> St<br>Philadelphia, PA 19103  |  | 4b. Tel. No.<br>(646) 448-6414                                      |  |
|   |  | 4c. Cell No.  |  |
|   |  | 4d. Fax No.<br>(215) 575 9065                                       |  |
|   |  | 4e. e-mail<br>rminter@pjbwu.org                                     |  |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)   |  |   |  |
| 6. DECLARATION<br><br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.<br><br><br>(signature of representative or person making charge)   |  | Tel. No.<br>(206) 257-6001  |  |
| Marina Multhaup<br>(Print/type name and title or office, if any)  |  | Office, if any, Cell No.  |  |
| Barnard Iglitzin & Lavitt LLP<br>18 West Mercer St., Ste. 400<br>Address Seattle, WA 98119  |  | Fax No.<br>206-378-4132   |  |
| Date 4/29/2022  |  | e-mail<br>Multhaup@workerlaw.com                                    |  |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 36  
Green-Wyatt Federal Building  
1220 SW 3rd Avenue, Suite 605  
Portland, OR 97204-2170

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (503)326-3085  
Fax: (503)326-5387



Download  
NLRB  
Mobile App

May 2, 2022

Richard A. Minter, Assistant Manager  
Workers United  
22 S 22nd St.  
Philadelphia, PA 19103-3005

Re: Starbucks Corporation  
Case 19-CA-295014

Dear Mr. Minter:

The charge that you filed in this case on April 29, 2022 has been docketed as case number 19-CA-295014. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Jennifer Schulze whose telephone number is (503)326-3171.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case **MUST** be filed through the Agency's website, [www.nlrb.gov](http://www.nlrb.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

RONALD K. HOOKS  
Regional Director



By:

JESSICA DIETZ  
Officer in Charge

cc: Dimitri Iglitzen, Attorney  
Barnard Iglitzin & Lavitt, LLP  
18 W Mercer St., Ste. 400  
Seattle, WA 98119-3971

Alyssa Garcia, Attorney  
Barnard, Iglitzin & Lavitt LLP  
18 W Mercer St., Ste. 400  
Seattle, WA 98119-3971

Ian Hayes, Attorney  
Hayes Dolce  
471 Voorhees Avenue  
Buffalo, NY 14216

Marina Multhaup, Attorney  
Barnard, Iglitzin & Lavitt LLP  
18 W Mercer St., Ste. 400  
Seattle, WA 98119-3971

Michael White, Attorney  
Barnard, Iglitzin & Lavitt LLP  
18 W Mercer St., Ste. 400  
Seattle, WA 98119-3971



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Download  
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Mobile App

May 2, 2022

Starbucks Corporation  
2401 Utah Ave. S, Ste. 800  
Seattle, WA 98134-1435

Re: Starbucks Corporation  
Case 19-CA-295014

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Jennifer Schulze whose telephone number is (503)326-3171.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

RONALD K. HOOKS  
Regional Director



By:  
JESSICA DIETZ  
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: Alyson D. Dieckman, Attorney  
Littler Mendelson P.C.  
600 University St., Ste. 3200  
Seattle, WA 98101-3122

Ryan P. Hammond, Attorney  
Littler Mendelson, P.C.  
600 University St., Ste. 3200  
Seattle, WA 98101-3122

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3725 Champion Hills Dr., Ste. 3000  
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80 S 8th St., Ste. 1300  
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Littler Mendelson, P.C.  
2425 East Camelback Road, Suite 900  
Phoenix, AZ 85016

Ian C. Beck, Attorney  
Littler Mendelson, P.C.  
2425 East Camelback Road, Suite 900  
Phoenix, AZ 85016



## QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

|           |                             |
|-----------|-----------------------------|
| CASE NAME | CASE NUMBER<br>19-CA-295014 |
|-----------|-----------------------------|

## 1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

## 2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )

## 3. IF A CORPORATION or LLC

|  |  |
|--|--|
| A. STATE OF INCORPORATION OR FORMATION | B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES |
|--|--|

## 4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

## 5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

## 6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

## 7A. PRINCIPAL LOCATION:

## 7B. BRANCH LOCATIONS:

## 8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES \_\_\_\_\_)

|   | YES | NO |
|---|-----|----|
| A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____   |     |    |
| B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____  |     |    |
| C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____ |     |    |
| D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____   |     |    |
| E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____  |     |    |
| F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____   |     |    |
| G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____  |     |    |
| H. Gross Revenues from all sales or performance of services (Check the largest amount)<br><input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.                          |     |    |
| I. Did you begin operations within the last 12 months? If yes, specify date: _____  |     |    |

## 10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

## 11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

|      |       |                |             |
|------|-------|----------------|-------------|
| NAME | TITLE | E-MAIL ADDRESS | TEL. NUMBER |
|------|-------|----------------|-------------|

## 12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

|                                |           |                |      |
|--------------------------------|-----------|----------------|------|
| NAME AND TITLE (Type or Print) | SIGNATURE | E-MAIL ADDRESS | DATE |
|--------------------------------|-----------|----------------|------|

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

|                       |
|-----------------------|
| WORKERS UNITED        |
| and                   |
| STARBUCKS CORPORATION |

CASE 19-CA-295014

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Starbucks Corporation

IN THE ABOVE-CAPTIONED MATTER.

We respectfully request that the Region not contact Starbucks Corporation directly but that all communication should be through the representatives listed below.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

|   |                          |
|---|--------------------------|
| NAME: <u>Renea Saade - please see attached for additional appearances</u> |                          |
| MAILING ADDRESS: <u>500 L Street, Suite 201, Anchorage AK 99501</u>       |                          |
| E-MAIL ADDRESS: <u>rsaade@littler.com</u>                                 |                          |
| OFFICE TELEPHONE NUMBER: <u>907-561-1249</u>                              |                          |
| CELL PHONE NUMBER: <u>907-903-9356</u>                                    | FAX: <u>907-561-1215</u> |
| SIGNATURE: <u>s/Renea Saade</u>   |                          |
| (Please sign in ink.)   |                          |
| DATE: <u>05.04.22</u>   |                          |

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Ryan P. Hammond, Esq.  
Littler Mendelson, P.C.  
600 University Street, Suite 3200  
Seattle, WA 98101  
T: 206-381-4913  
M: 206-724-7706  
F: 206-374-8238  
[rhammond@littler.com](mailto:rhammond@littler.com)

Alyson D. Dieckman, Esq.  
Littler Mendelson, P.C.  
600 University Street, Suite 3200  
Seattle, WA 98101  
T: 206-381-4935  
M: 206-556-5973  
F: 206-447-6965  
[adieckman@littler.com](mailto:adieckman@littler.com)

Email Inbox:  
[StarbucksNLRB@littler.com](mailto:StarbucksNLRB@littler.com)

**CERTIFICATION OF SERVICE**

I certify that on May 4, 2022, I caused a copy of the foregoing Notice of Appearance to be e-Filed with the NLRB and served electronically upon the following:

Dmitri Iglitzin  
Barnard Iglitzin & Lavitt LLP  
[iglitzin@workerlaw.com](mailto:iglitzin@workerlaw.com)

Marina Multhaup  
Barnard Iglitzin & Lavitt, LLP  
[multhaup@workerlaw.com](mailto:multhaup@workerlaw.com)

By: s/Liana Natividad  
Liana Natividad  
**LITTLER MENDELSON, P.C.**  
[lnatividad@littler.com](mailto:lnatividad@littler.com)